



**OFFICE OF COMPLIANCE**  
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[www.compliance.gov](http://www.compliance.gov)

## YOUR RIGHTS IN THE CONGRESSIONAL WORKPLACE

### PLEASE RETAIN FOR YOUR RECORDS

Official Notification—Pursuant to sec. 1381(h)(1) & (2) of the  
Congressional Accountability Act



## KNOW YOUR RIGHTS IN THE CONGRESSIONAL WORKPLACE



**Online Training Now Available**

**OOC's Current Course:  
Preventing Sexual Harassment  
and Discrimination in  
the Workplace**

**Ideal for State and District  
Office Staff**

**More Online Training  
Modules to Come!**



# UNDERSTANDING YOUR RIGHTS UNDER THE CAA

As a Legislative Branch employee, you are protected by the Congressional Accountability Act of 1995 (CAA). The CAA applies to Congress and its covered community many of the workplace rights, safety, health, and public access laws that are available to private sector and Executive Branch employees. You may also be entitled to redress for violations of the CAA, including monetary awards, attorney's fees, costs, reinstatement, promotion, or backpay. To assert your rights under the CAA, you must file with the Office of Compliance (OOC) a Request for Counseling within 180 days of an alleged violation. Please visit [www.compliance.gov](http://www.compliance.gov) for further information about the rights and protections provided to Congressional employees, or contact the OOC at (202) 724-9250 and ask to speak to a counselor. All counseling is strictly confidential.

## NO HARASSMENT OR DISCRIMINATION

### Section 201 of the CAA

Prohibits harassment and discrimination in personnel actions based on race, color, national origin, sex, religion, age, or disability.

## FAMILY AND MEDICAL LEAVE

### Section 202 of the CAA

Provides rights and protections for employees taking or requesting leave for certain family and medical reasons.

## FAIR LABOR STANDARDS

### Section 203 of the CAA

Requires the payment of minimum wage and overtime compensation to nonexempt employees, restricts child labor, and prohibits sex discrimination in wages.

## POLYGRAPH TESTING PROTECTIONS

### Section 204 of the CAA

Except in certain circumstances, prohibits requiring or requesting that lie detector tests be taken; using, accepting, or inquiring about the results of a lie detector test; or firing or discriminating against an employee based on the results of a lie detector test or for refusing to take a test.

## NOTIFICATION OF OFFICE CLOSING OR MASS LAYOFFS

### Section 205 of the CAA

Under certain circumstances, requires that employees be notified of an office closing or of a mass layoff at least sixty days in advance of the event.

## UNIFORMED SERVICES RIGHTS AND PROTECTIONS

### Section 206 of the CAA

Protects employees who are performing service in the uniformed services from discrimination and provides certain benefits and reemployment rights.

## REPRISAL OR INTIMIDATION PROHIBITED FOR EXERCISING WORKPLACE RIGHTS

### Section 207 of the CAA

Prohibits employing offices from intimidating, retaliating, or discriminating against employees who exercise their rights as applied by the CAA.

## ACCESS TO PUBLIC SERVICES AND ACCOMMODATIONS

### Section 210 of the CAA

Protects members of the public who are qualified individuals with disabilities from being denied access to public services, programs, activities, or places of public accommodation in the Legislative Branch.

## HAZARD-FREE WORKSPACES

### Section 215 of the CAA

Requires that all workplaces be free of recognized hazards that might cause death or serious injury.

## COLLECTIVE BARGAINING AND UNIONIZATION

### Section 220 of the CAA

Protects the rights of certain Legislative Branch employees to form, join, or assist a labor organization, or to refrain from such activity, and to bring unfair practice charges.

## GENETIC INFORMATION NONDISCRIMINATION & PRIVACY

### Genetic Information Nondiscrimination Act

Prohibits the use of an employee's genetic information as a basis for discrimination in personnel actions.

## VETERANS' EMPLOYMENT OPPORTUNITIES

### Veterans' Employment Opportunities Act

Gives certain veterans enhanced access to job opportunities and establishes a redress system for preference eligible veterans in the event that their veterans' preference rights are violated.

Certain provisions of the CAA do not apply to the Government Accountability Office and the Library of Congress; however, employees of those agencies may have similar legal rights under different statutory provisions and procedures.